BARGAINING PREPARATIONS ARE UNDERWAY!

WE ELECTED OUR UNIT LEADERS AND BARGAINING TEAM MEMBERS THIS SUMMER, WHAT IS NEXT?

Since we successfully organized and won our union election, we are now able to negotiate our first agreement with Legacy Mt. Hood. This is called collective bargaining. This agreement will be a legally-binding contract between nurses (through our union, ONA) and Legacy Mt. Hood. It will cover key aspects of our employment—including wages, benefits, scheduling, and working conditions.

WE ELECTED OUR TEAM, WHAT WILL THEY DO?

We democratically elected our co-workers to represent us and to negotiate our contract. This team has been reviewing our pre-negotiation survey results we used to identify our priorities along with reviewing other contract language to create proposals to present to Legacy Mt. Hood management. Management has indicated a willingness to commence negotiations in December and we intend to do our best to be ready to hit the bargaining table by then. Once the bargaining teams reach a tentative agreement, our ONA team will ask us to review and vote on our first contract.

WHAT DO WE NEED TO DO?

Our ONA negotiating team will make sound arguments about our priorities, but that most likely won’t be enough to win an agreement that nurses and our patients deserve. All of us need to pitch in. When we show that we are unified, we can...
Bargaining Preparations are Underway  
continued from page 1

make real change and win a strong contract. We will be kicking off our bargaining by recruiting a contract action team (CAT) to help organize all of us to demonstrate our solidarity and support for our team and for each other. The CAT team will help organize us with actions like:

- Wearing union buttons
- Signing petitions
- Public and community outreach

Outside of work hours, we speak with community organizations, carry informational signs, and speak with elected officials. (A strike is a method of last resort. We vote on this after we’ve tried everything else to reach agreement.)

---

Do you want to join the CAT?!

Click the link or scan the QR code below!

https://www.surveymonkey.com/r/2023-ONA-LMHCAT

---

BARGAINING TEAMS

**Who is on our ONA Executive/Negotiations Team?**

- **Chair:** Jenni Suarez (ED)
- **Vice-Chair:** Lilli Charron (ICU)
- **Secretary:** Christie Mikrut (ICU)
- **Treasurer:** Ranae Johnson (PACU)
- **Grievance Chair:** Annie Davidson (Endoscopy)
- **Membership Chair:** Annie Davidson (Endoscopy)
- **Unit Representative/Steward Chair:** Peter Reitan (Medical)
- **PNCC Chair:** Sunshine Keenan (OR)
- **Staffing Committee Chair:** Patrick Blankenship (ICU)
- **Member-at-large:** Austin Teune (ED)
- **Member-at-large:** John Pfender (ED)

**Who is on Legacy’s Management Bargaining Team?**

- Jamie Platt: Employee Relations Consultant
- Allea Thomas-Putnam: Interim VP-CNO
- Tonya Roth: Director of Surgical Interventional Services
- Karen Rudy: Manager of Medical Specialties
- Sarah Hinkelday: Manager of ICU/IMCU
- Jacqueline Damm: Ogletree Deakins (Legal counsel)
**Meet your new ONA Labor Rep!**

ONA will be hosting a drop in Zoom meeting for you to say hello, meet your new ONA Labor Rep, and ask any questions you may have on:

**MONDAY, NOVEMBER 20**  
6 - 8 P.M.  
ZOOM

*Be on the lookout for an email with the Zoom link.*

Stay tuned for an upcoming in person meeting as well *(date and time TBA).*

---

**Steward Trainings**


---

**Introductory Steward Training**
- Nov. 8
- Jan. 11
- March 13

**Grievance Handling Training**
- Feb. 24

**Building Power Training**
- Dec. 13
- April 20
Health Insurance Changes

What is going on with Health Insurance Changes?
Your newly elected bargaining team nurse leaders have become aware that Legacy has sent out information about upcoming benefit changes. Will be letting Legacy know that since we have a union now we believe they have to bargain any such changes with us! Stay tuned for updates as we will let you know how Legacy responds when we remind them they now have to bargain with us!

Don’t Miss Important ONA Emails
ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam, or clutter folder. Many email providers have built in spam/junk filters or blockers. These filters are intended to prevent you from getting junk mail or spam, but can unintentionally block emails you want to receive. If ONA emails are in one of those folders, flag them as “not junk” and add News@Oregonrn.org to your safe sender list.

You can fix most problems by simply clicking on this link [www.oregonrn.org/UPDATE](http://www.oregonrn.org/UPDATE) or by scanning the QR code with your phone to make sure ONA has your correct email address.

Common Reasons for Not Receiving ONA Emails

1. Spam/Junk Filters: Emails from ONA are being flagged as junk by your email service provider
2. No Email: ONA does not have an email on file for you.
3. Bad Email: ONA has an incorrect or outdated email on file.
4. Blocked: Due to several failed delivery attempts, our system has stopped attempting to send emails to you.
5. Opted Out: You have opted out of receiving emails.
6. Work Email Filters: Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.
Know Your Weingarten Rights

If you are talking to anyone in management about any issue, please know that you have the right to have another ONA nurse with you as a witness.

These are your Weingarten Rights:
Forty-eight years ago, on Feb. 19, 1975, the Supreme Court ruled that an employee has the right to request union representation in any meeting that she or he feels could result in discipline or termination.

**You Are Being Asked Questions That Might Lead To Disciplinary Action: What Do You Do?**
If you believe that discipline will result from a meeting with management/administration (in legalese, “an investigatory interview”), you can insist that a union representative be present during this interview. This is part of your “Weingarten Rights,” which references the 1975 United States Supreme Court case NLRB vs. Weingarten. Weingarten Rights apply only to members of a collective bargaining unit and are among the many benefits of having a union.

When an investigatory interview occurs, the following rules apply:

**Rule 1): You must make a clear request for effective union representation before or during the interview:**
Often an employee may not know at the outset that a meeting with management could lead to discipline. If such a meeting is or becomes an “investigatory interview,” you should assert your right to have a union officer of your choosing present. You cannot be punished for making this request. *(Note: If the union representative of your choice is not available in a reasonable time period, it may be necessary for an alternative union officer to represent you.)*
A typical Weingarten request would be: “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Until my union representative arrives, I choose not to participate in this discussion.” Or you may simply say, “I want my union representative here.”

**Rule 2): After you make this request, the interviewer has three options:**
Grant the request and delay the interview until your union representative arrives and has a chance to consult privately with you. *(Note: The right to representation is the right to effective representation, which translates in this rule as the right to consult privately with the representative before the interview. The union representative should also know what the meeting is about ahead of time so that he/she can effectively advise you.)*
Deny the request and end the interview immediately; or
Give you a choice of: (I) having the interview continue without representation or (II) ending the interview. *(Note: It is not wise to choose the first option.)*

**Rule 3): If the interviewer denies your request and continues to ask questions, this is an unfair labor practice:**
You have the right not to answer any questions until you have union representation. You cannot be disciplined for refusing to answer the questions, but you are required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination in some cases.
The ONA represents all RN’s of the bargaining unit, both those who pay dues and those who do not, and is obligated to come to your aid without prejudice. If you are summoned to a meeting with a member of administration and discover that it is an “investigatory interview,” assert your right to have a union representative present.